

March 6, 2006

To: All California Network of Learning Professionals (CNLP)

From: Sandy Pratt

Subject: Minutes – CNLP Meeting on December 7, 2005

Sue Williams opened the meeting and greeted all attendees. She asked us to meet and greet the person sitting next to us.

Madeline Journey-Lynn handed out the library homepage information which is where the CNLP information located. <http://www.library.ca.gov/statetraining>

Task Forces

Website Development Task Force--Mary Wind expressed her thanks to Janet Wight, Ree McLaughlan, and Vera Nicholas for all of their work. Janet then presented for the Website Development taskforce. Janet encouraged all members to check out the website, because there have been a lot of changes. <http://www.library.ca.gov/statetraining>

Recruitment and Outreach Task Force—Gloria Hargrove and Mary Tompkins are co-chairs. They met last week and got the task force started.

Communication & Development Task Force—Kathy Jones. This task force is improving and expanding the communication for the state workforce. The CNLP Conference will be May 24 & 25, 2006, California State University, Sacramento, College of Continuing Education. CPS and SPB have volunteered to help with the conference. The task force received an overwhelming number of proposals for the conference, so we should have a great conference.

Newsletter—Dave Galanti asked for ideas on how to get out information that is timely and relevant. Currently, CNLP is doing a traditional newsletter, but we need to look at other ways to disseminate information to the members.

Strategic Planning Task Force—Deborah Derov. At the September meeting, the mission statement was ratified. Deborah thanked the members of the task force for their hard work. This task force has been working on a Vision Statement. They were inspired by the following poem, which Mary Wind read.

A Message From the Hopi Elders (Partial)

The Elders, Oraibi, Arizona, Hopi Nation
(areas preceded with the arrow were read aloud)

- You have been telling the people that this is the Eleventh Hour.
- Now you must go back and tell the people that this is The Hour.

Here are the things that must be considered:

Where are you living?
What are you doing?
What are your relationships?
Are you in right relation?
Where is your water?
Know our garden.
It is time to speak your Truth.
Create your community.
Be good to each other.
And do not look outside yourself for the leader.

- This could be a good time!
- There is a river now flowing very fast.
- It is so great and swift that there are those who will be afraid.
- They will try to hold on to the shore.
- They will feel like they are being torn apart, and they will suffer greatly.
- Know the river has its destination.
- The elders say we must let go of the shore, push off toward the middle of the river,
- Keep our eyes open, and our heads above the water.
- See who is there with you and celebrate.

At this time in history, we are to take nothing personally, least of all ourselves!
For the moment we do, our spiritual growth and journey comes to a halt.

- The time of the lonely wolf is over.
- Gather yourselves!
- Banish the word struggle from your attitude and vocabulary.

All that we do now must be done in a sacred manner and in celebration.

- We are the ones we have been waiting for.

Inspired by this message, the Strategic Planning Task Force wrote the following Vision Statement:

We, the California Network of Learning Professionals, are working together to design the future. Together, we will see the day when each employee makes a difference for our citizens.

This was presented to the Advisory Board, which approved presentation to the members. Deborah turned the meeting over to Sue for a vote. The Vision Statement passed.

We had two guest speakers. First was Bill Avritt, Chief Deputy Director, Department of Personnel Administration. He spoke on, Where is DPA going? and What can they do for us?

Bill started with where DPA is now.

DPA has three areas of responsibilities:

- Classification and Pay Benefits
- Labor Relations
- Training

Bill started his talk with the closure of the State Training Center (STC). The STC has always been funded solely through reimbursements from the state departments using its training. As cuts have been made to budgets, the departments have reduced their training budgets, which led to a decline in revenues to the STC. It wasn't easy to close STC, but they felt it was the only option since it was running in the red.

Training is a component of the human resources community and DPA is supportive of training. In the DPA Strategic Plan on its website, by September 2006, DPA plans to have a long-range plan for training.

In January and February, DPA will be back at the bargaining table and they are working on a package for managers and supervisors. These will be incremental changes, but DPA is advocating for those not represented by collective bargaining.

DPA does not see the STC reopening. Even if there is money, we need to do something different.

The Human Resources portal—SPB and DPA are working together to develop a single resource portal. People looking for work, state employees looking for benefits, or HR professionals looking for information will only have to go to one location to find what they need. Bill said he would like to work with CNLP, and to possibly include CNLP in their portal.

Bill offered to come to the CNLP meetings if invited, and answer questions.

Our second speaker was Mike Strazzo, Chief, Human Resources Office; California Department of Water Resources spoke on Workforce Planning and the role of Training in Succession Planning. He went over the information presented at the SPB conference on December 2, 2005. Please see link below for information on the conference.

<http://www.spb.ca.gov/policy/workforce.htm>

Meeting adjourned.

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